



# pRide



SPRING 1999

THE NEWSLETTER BY AND FOR

RHODE ISLAND STATE EMPLOYEES

## RI GRANTED \$15 MILLION FOR JOB CORPS FACILITY

The U.S. Department of Labor has approved a \$15 million grant for Rhode Island to establish a Job Corps training facility in Exeter. The facility is scheduled for completion in the spring of 2001. Job Corps is a public/private partnership that provides education, training, and guidance to youth ages 16 to 24 considered to be at risk. Governor Lincoln Almond praised the decision of the US DOL stating, "This will open the door of opportunity for young people to establish goals and realize their dreams. The Job Corps facility will give them hands-on experience that will prove to be beneficial throughout a lifetime. It will help them get-and-keep good jobs," said Almond.

The Job Corps center will be situated on 270 acres in a rural, campus-like atmosphere and will accommodate 200 residents and 100 non-residents. Once opened, the Department of Labor will continue to fund the operating budget, which will fit in well with the Governor's overall economic goals for the state. The Rhode Island Human Resource Investment Council has appropriated \$300,000 to be applied toward the costs of renovation and new construction. An additional \$700,000 has been requested through the Economic Development Corporation to further offset the cost of infrastructure improvements.

The application process to establish a Job Corps center ushered in a new era of inter-agency cooperation. **Peter D'Orsi** from the RI Department of Labor and Training's Planning and Program Development Unit, wrote the grant with special assistance from **Joseph DiPina** from the Governor's Policy Office. Other participating agencies include: RI Department of Administration; Economic Development Corporation; RI Department of Mental Health, Retardation and Hospitals; the Human Resource Investment Council; the office of Senator Jack Reed and the office of Congressman Bob Weygand.



Job Corps is in its 35th year and serves approximately 68,000 people across the country. Prior to the awarding of this grant, Rhode Island was one of only four states without a Job Corps Center.

— Submitted by Nancy Piffard

## STATE GEARS UP FOR PROJECT UNDERCOVER 1999

The state of Rhode Island, the Rhode Island Donation Exchange Program and Girl Scouts of Rhode Island have joined forces for the fourth consecutive year to raise awareness of the need for new socks, underwear and diapers for approximately 30,000 children under the age of seven living in poverty in Rhode Island. The Objective of Project Undercover is to generate enough donations during the campaign, which runs from April 10, 1999 to April 30, 1999, to stock a statewide network of community-based agencies with enough underclothing to meet emergency needs within their designated areas. In 1998, the statewide campaign spearheaded by thousands of Girl Scouts met with much support from state and community-based organizations, and collected over 65,000 items. More than 16,000 Girl Scouts and volunteers throughout the state will again take on the statewide task of soliciting donations through their troops, schools, churches, civil organizations and special projects, in hopes of reaching this year's goal of 80,000 items. Through the efforts of the Governor's office, all state department employees will also be asked to support this year's campaign. The 1999 Project Undercover campaign will kick-off with a special event at Roger Williams Park Zoo on April 10, 1999 at 10:00 a.m. for all Girl Scouts and their families. **The Pawtucket Red Sox are also joining with their Socks for Sox game** being held on April 30, 1999 at 6:00 p.m. All fans need to do is bring a package of new socks, underwear or diapers to the stadium and they will be granted admission to the game.

In addition to support from the state, RI Donation Exchange Programs, Girl Scouts, Roger Williams Park Zoo and the Pawtucket Red Sox, this year's Project Undercover is also being supported/co-sponsored by the RI National Guard, Beacon Communications, Cox Communications, NBC 10, Ronzio Pizza, and WPMZ 1110-AM Radio. Co-chairs for the campaign are **Patrice Wood** of NBC 10 and **Lauren D'Ambra** of the RI Office of the Child Advocate.

As in years past, all state employees are being asked to participate in this year's campaign by contacting the designated Project Undercover coordinator in one of the following state agencies/departments. Call one of the coordinators listed below and find out how you can help: **Laura Wells**, RI National Guard 457-4130; **Judy Fontes**, RI Department of Human Services, 464-3377; **Linda Fraccola**, RI State Police, 444-1121; **Fran Cirillo**, RI Department of Administration, 222-6699; **Kathy Guadagno**, RI Department of Health, 222-1007; **Lauren D'Ambra**, RI Office of the Child Advocate, 222-6650; **Kathy Saccoccio**, RI Office of Higher Education, 222-2044; **Diane Parsons**, RI Economic Development Corporation, 222-2601; **Marilyn McNeil**, RI Division of Public Utilities and Carriers, 222-3500.

— Submitted by Dina Dionizio, DHS





- 98-13** 12-18-98 Proclaims the State of Rhode Island a Showcase State for natural disaster resistance and resilience.
- 99-1** 1-21-99 The Year 2000 Technology Correction Initiative

For more information or copies of Executive Orders, call the **Office of the Executive Counsel, 222-2080, Ext. 258.**

## OTD Training Courses Spring

		Fee
April		
12	Intro to Windows 95	\$ 65
19	Power Point Level II	65
22/23	Intro to Microsoft EXCEL (Version 7)	110
26	Anticipating Y2K Problems in your Personal Computer Software	10
27/28	Intro to Microsoft Word (Version 7)	110
28	Basic Spanish	80
May		
3	Intro to Access (Version 7)	65
10	Access Level II	65
17	Intro to Windows 95	65
20	Effective Writing (includes textbook)	98
24	Intro to Power Point (Version 7)	110
27	Intro to Microsoft EXCEL (Version 7)	110
28	Intermediate Microsoft EXCEL	110
June		
2	Intro to Personal Computers	40
7	Intro to ACCESS (Version 7)	65
14	ACCESS Level II	65

For more information on these and other training courses, call the Office of Training and Development at 222-2877. For hearing impaired TDD 222-6144.

## CELEBRATE EARTH DAY

Earth Day 1999



Rhode Island

Show you care about where you live! Join tens of thousands of Rhode Islanders to celebrate Earth Day '99. Earth Day (April 22) was established in 1970 as a day to rekindle people's commitment to take care of the earth. Rhode Island's Earth Day '99 celebration will include community cleanups and beautification projects throughout the spring as well as a festival at Goddard Park in Warwick on April 24.

- Join your neighbors in a neighborhood cleanup or beautification project. And bring the whole family!
- Come to the Earth Day Festival and Concert Earth at Goddard Park on Saturday, April 24. Learn from educational displays and presentations, and enjoy the food court, games, and music by great local groups headlined by swing band Fat City. Various events will also be held around the state at colleges, wildlife refuges and communities.
- Purchase a box of environmental notecards decorated with prizewinning environmental poster art created by schoolchildren from around the state.

Earth Day is planned by the Earth Day Committee with The Environment Council of Rhode Island Education Fund and DEM's OSCAR program. To find out how you can help or to get more information, call (401)222-3434 or (instate only) 1-800-CLEAN-RI.

— Submitted by Bill Pett

## PAY EQUITY DAY OBSERVED

Pay Equity Day was observed on April 8, at a State House meeting sponsored by the Legislative Commission on Pay Equity. The meeting sought to create an awareness that it has been 35 years since the passage of the Equal Pay Act and Title VIII of the Civil Rights Act; yet, women and minorities continue to suffer the consequences of unfair pay differentials. The disparity nationwide for all women is 26 cents per dollar; 37 cents for African-Americans and 46 cents for Hispanic-Americans. Leaders of the pay equity issue concur that fair pay strengthens the security of families today, and enhances retirement tomorrow. They emphasize that families are stronger, business prospers, and American values and the nation's economy are strengthened when women are paid fairly. All felt strongly that fair pay equity policies can be implemented without undue cost. The meeting was co-sponsored by many labor, women, minority and religious groups.

**pRide**, the State employees' newsletter, is published by the Rhode Island Department of Administration, William E. Powers Building, One Capitol Hill, Providence, RI 02908-5860. 222-2200

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**Deadline for contributions to the Summer issue is June 10, 1999.**

**The State of Rhode Island is an equal opportunity employer and reasonable accommodations will be provided. For assistance, call EEO Office at 222-3990. (TDD 222-6144).**



## NOTES FROM DCYF

Family Services Units from two areas have recently been relocated to refurbished quarters. The moves will enable social workers to more easily support DCYF's mission to Rhode Island's children and youth.

Region IV staff from two separate buildings off Mt. Pleasant Ave. in Providence, and from a site in Woonsocket have moved to 249 Roosevelt Ave., (721-2400) in Pawtucket. Their new home is on the first floor of the newly renovated former Carroll Cable Building. Cramped offices in Warren and Newport have also been consolidated into a former rubber plant. The new East Bay regional headquarters are now located in the Kaiser Mill complex on Wood Street in Bristol. Fifty social workers continue their mission to mend broken homes and find foster homes for children in the area, from Jamestown to East Providence, and currently provide support services to almost 600 children..

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New foster care regulations have been issued and took effect last fall. The regulations have also been translated into Spanish. As always, DCYF is looking for more willing foster parents. Increases in the number of working women has decreased the number of available local foster homes, and many children in foster care must be placed in homes far from their communities.

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**Carolyn Cist**, a Social caseworker II from DCYF's Region III reports that Jeanette Smith, mother of Weston Smith who recently received a gift of a heart from Boston's Children Hospital, was formerly a foster parent. She began as a relative foster parent and then took in two other children as well.

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Also from "It's a Small World" department: Region I Social Caseworker II **Jean Tierney's** son Patrick Tierney married **Laurie Houle**, a DCYF Acting Casework Supervisor. After the wedding ceremony at St. Michael's in Providence, and a reception at the Quiddnessett Country Club, the happy couple honeymooned in Spain!

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A very special Thanksgiving was celebrated by **Christine Boyle**, Probation and Parole Service Technician, and her husband Mark with the arrival of a baby girl, Megan, weighing in at 8 lbs., 5 oz.

— Submitted by Jane Grenier

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Since March 1996, poetry workshops have been conducted at the Rhode Island Training School (RITS) under the leadership of teacher and poet **Demian Yattaw**. As a result, students have expressed their innermost thoughts on paper. With the support of the Governor's Justice Commission, AS220, Trinity Repertory Theater, and staff members from DCYF, RITS youth will present their published poetry and art works on Thursday, May 20, 1999 at AS220, from 5 to 9 p.m., and the public is cordially invited.

— Submitted by Dr. Arlene Chorney

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### Thanks for Teen Gift!

DCYF Staff members wish to express their heartfelt appreciation to all state offices and employees who contributed so generously to the Gifts for Teens Campaign during this past holiday season. The department received an outpouring of gifts and donations from offices, families, businesses, civic groups, churches, and individuals.

Many donations were made in the name or memory of loved ones. As a result of your overwhelming generosity, all teens received holiday gifts that were specific to their age groups. Once again, Rhode Islanders have rallied to open their hearts to ensure that all children had a memorable holiday. The DCYF extends its appreciation and thanks for your donations and gifts. The true meaning of the holiday was exemplified by your spirit of giving.

— Submitted by Robin Perez

## Another Successful SECA Campaign:

The DCYF campaign realized a substantial increase in donations to the State Employees Charitable Appeal (SECA). Donations exceeded those of last year by 20%. The past year's great campaign coupled with this year's success more than doubles the staff donations for the two year period. A new network system at DCYF, and e-mail, made a significant difference. It allowed for an increased awareness of the plan and purpose of SECA. Success of the campaign is due in large measure to the hard work of the team members: **Beverly Sweeny, Gus Buccì, Bernie Watson, Stephanie Fogli-Terry, Dave Hedden, Kathleen McCann, Laurie Ward, Lucie Burdick, Joanne Sherman, Marilyn Sharkey, Jane Grenier, Roxanne Kettle, Vicky Garner**. A special thanks to **Nancy Booth, Maria Costanzo** and **Ginny Angarella** at the RITS.

— Submitted by Lee J. Bonner

## PERSONNEL . . . LY SPEAKING

By Beverly Dwyer

Behind certain employees in Rhode Island State Government (RISG) there are stories rooted in stress — a personal issue, a family crisis, a workplace conflict. Who is there to help? **LIFEWATCH**, the new Employee Assistance Program (EAP) for state employees and their families. Lifewatch listens to those stories. A single source of help in one phone call:

**LIFEWATCH . . . 1-800-333-6228**

Lifewatch addresses physical/medical, emotional, financial, legal, workplace and life issues that may cause stress and helps you keep them from intruding adversely on your work or personal life. Some important observations from preliminary usage reports:

*Men are less inclined, to avail themselves of these services. Remember that all services are confidential, as required by law. Women may be from Venus and men from Mars; however, untreated problems fester and grow into bigger problems.*

*State employees are using most services Remember that it is available to your family as well — your spouse, children, or family member who lives with you.*

*Participants are identifying the brochure, as the source of their knowledge of Lifewatch. Remember that word-of-mouth advertising is the best promotion. Help a friend get help, when in need. Lifewatch is an employee benefit. The State made it available to help all state employees and their family members in times of need. There is no cost to you for Lifewatch participation. Any further professional service referrals beyond Lifewatch are most likely covered by your health insurance.*

This column is reserved for human resource questions of importance to you. It is intended to keep you abreast of the issues and the state of the state of personnel matters.

The Executive Editor reserves all editorial rights.

If you have any questions or issues you would like addressed, write: Department of Administration, Division of Human Resources, Beverly Dwyer, Human Resource Program Administrator, One Capitol Hill, Providence, RI 02908-5860 or Email [BDwyer@doa.state.ri.us](mailto:BDwyer@doa.state.ri.us).



## THE X-FILES

Spring has sprung! (Well, sort of) Can gardening be far behind? Xeriscaping is a way to garden using a minimum of water and energy. The following techniques are a must in dry-weather climates, but also provide useful guidelines for environmentally conscious gardeners everywhere.

- **Group plants by their water needs.** When possible, put high-need plants in naturally wetter areas of your property.
- **Test your soil.** Add organic matter when necessary — maybe from your own compost pile — to increase your soil's water-holding capacity.
- **Limit your lawn.** Grass is a water hog, so limit the amount of lawn in your yard. For those plots that remain, try varieties that don't use much water.
- **Mulch.** Cover plant beds with composted leaves or grass to help retain moisture.
- **Plant native species.** Plants that have evolved in your area's climate are more naturally adapted to its water conditions.

Happy gardening!



Earth Share

These environmental tips are provided by Earth Share, a federation of America's leading non-profit environmental and conservation charities, and promotes environmental education campaigns and charitable giving in employee workplace. For more information about Earth Share visit their web site at [www.earthshare.org](http://www.earthshare.org) or call (800) 875-863.

## pRide in performance

**Joseph Flaherty**, General Supervisor at the Rhode Island Correctional Industries (RICI), is the recipient of the Correctional Industries Association, Inc., Staff Award for the Northeast Region.

The CIA Staff Awards are given annually to one individual from each of the association's five regions. They are presented for supervisory excellence to those who "best demonstrate effective utilization of human resources and outstanding achievement." In nominating Flaherty for the Staff Award, RICI Associate Director **Paul Petit** said, "Mr. Flaherty has managed these (nine industries) operations implementing Quality Control Programs for the first time in Correctional Industries. The output of product in his area of responsibility has increased over 100% in the three years he has been overseeing these operations. Mr. Flaherty's business background, as well as his excellent interpersonal skills, have contributed to the overwhelming successful growth of Rhode Island Correctional Industries." Presentation of the award was at the association's Annual Awards Luncheon meeting in Detroit, Michigan."

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## DCYF AWARDS AND KUDOS

**Lynne Boissel**, a DCYF social worker in the Foster Care Licensing Unit, and the Department's liaison to the Urban League, has been awarded the League's Agency Networking Award for "dedication and efficient service to the Minority Recruitment and Child Placement Program." Lynne has been with DCYF (and its predecessor agency) for nearly 30 years!

**Susan Carlson, Doreen Feeney, Peggy Gloria and Joanne Prior** were honored by Adoption RI at the annual adoption celebration held at the State House last fall. All four social workers were honored for their work with children in the adoption process, for their dedication and their team work.

The educational staff at the Rhode Island Training School have made national presentations on innovative programs in place at the school. **Dr. Arlene Chorney**, principal, presented a paper

about the impact of converting to year-round school programs on the achievements made by the students, at an annual conference held in San Diego in February.

**Robert J. Dumais**, special education director, and **Jeff Croteau**, social studies teacher, made presentations at the Governors Conference on Best Practices in Juvenile Justice, in Kentucky in February, where they highlighted innovations in youth service programs and care.

— Submitted by Jane Grenier

## GOVERNOR TAPES CABLE TV SHOW AT netWORKri CAREER CENTER



L to r: Dr. Lee H. Arnold, Director, Dept. of Labor and Training, Governor Lincoln Almond, and Straight Talk with Lincoln Almond Host David Catanzaro.

"Straight Talk With Lincoln Almond" a cable TV show, was taped at the Pawtucket netWORKri Career Center in late February. Joining the Governor for the taping was Department of Labor and Training Director **Lee H. Arnold**, **Bob Palumbo**, netWORKri Project Director, and Pawtucket Center Manager **Kathy Partington**. The show focused on employment services for Rhode Islanders, spotlighting netWORKri programs, services and partners.

— Submitted by Nancy Piffard

## Professional Resource Center Celebrates over 500 Job Placements

The RI Department of Labor and Training's Professional Resource Center (PRC) recently celebrated their 500th job placement. Although the celebration, planned in late December, touted 500 job placements, that number has since grown to over 673. The Professional Resource Center, established in 1996, is an outstanding resource for mid level manager, technical specialists and other professionals who find themselves looking for work or wishing to change careers. The supportive environment at PRC provides the professional with the tools needed to conduct a self-directed job search. Customers have the availability of the Internet, access to computers, fax machines, copiers, phones, and a comprehensive resource library, all at no cost. Individuals can work in a quiet, professional setting with minimal guidance.



L to r: Dr. Lee H. Arnold, Director, Department of Labor and Training, and Professional Resource Center staff members, Joyce Shaw, Maureen Palumbo, Maureen Denman, Kathy Craven and Bob Brown.

**Dr. Lee H. Arnold**, Director, Department of Labor and Training, presented the staff with a citation from **Governor Lincoln Almond**, and acknowledged the success of the PRC stating, "Congratulations to all of you who make this center a success. Your knowledge, professionalism, and genuine compassion for customers conducting a job search, is commended and appreciated."

— Submitted by Nancy Piffard



# When given a choice, Rhode Islanders choose us.



When Rhode Islanders look for health insurance, they turn to us. That's why we insure over 50% of the state's population, under our commercial and senior plans.

There's good reason for this overwhelming support – Rhode Islanders know a good thing when they see it. They know that we've been providing the best in health care coverage for 60 years. They



**Blue Cross  
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know that we have the state's largest provider networks, including nearly every doctor you'd want to see in Rhode Island.

And they know that we offer the widest choice of plans in the state.

This includes four plans just for seniors. These senior plans give members dental, hearing, vision and prescription drug coverage, for a combination of benefits no other company offers.

Our coordinated care plan, BlueCHiP, promotes good health by encouraging a strong doctor-patient relationship. With a primary care doctor coordinating your health care, you'll get all the care you need, before any condition turns into a serious – and costly – illness. We back it all up with the best customer service in the state. The National Management Information System (NMIS) reports that our percentage of "very satisfied" customers is higher than that of similar plans. And *Kiplinger's* reports that our fee-for service plan was rated #2 in the country in customer satisfaction, against 750 other plans.



**BlueCHiP**

Coordinated Health Partners, Inc.

But if you're a typical Rhode Islander, you're also a smart consumer – you'll want to see for yourself. Be our guest! Compare any of our plans with our competitors'. You'll find that we offer the best benefits and best service. Once you compare, you know why thousands of Rhode Islanders choose us whenever they have a choice.

In the unlikely event you're not already enrolled in one of our plans, call us today at 401-831-6550 or toll-free at 1-800-327-6152.

Start enjoying better benefits right away. After all, if you have a choice, doesn't it make sense to go with the plan you really want?

BlueCHiP is offered by Coordinated Health Partners, Inc., a wholly owned subsidiary of Blue Cross & Blue Shield of Rhode Island. Both are independent licensees of the Blue Cross and Blue Shield Association.



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